CHAPTER 4

SPECIAL MANPOWER REQUIREMENTS DETERMINATION PROGRAMS

400. IA. CNO (N12) performs IA student analysis in close conjunction with resource sponsors and CNO (N13) community managers. CNO (N12) uses a systems analysis approach which provides a defensible technique for the determination of TPPH end strength and manpower requirements. This approach is generalized into POM projections and manpower qualitization as follows:

1. POM Projections (end strength)

a. TPPH out-year projections are determined by a two part process comprised of enroute and temporary duty (TEMDU) requirements calculations.

(1) TPPH Part 1, Enroute Calculation. Work-year requirements are determined by multiplying the number of budgeted permanent change of station (PCS) move counts times the average elapsed time for each move category. Fiscal year average elapsed time is derived from Defense Finanace and Accounting Service (DFAS) data.

(2) TPPH Part 2, TEMDU Calculation. Baseline data is taken from historical DFAS data for personnel accounting category (AC) codes 320, 330, 37X, 38X, and 39X. Historical data is prorated by rating/rate and designator/paygrade, and based on historical execution and a relationship of total Navy end strength. POM projections are then made based on a correlation of TPPH to total Navy end strength.

b. Student, Trainees, Cadets, and Midshipmen. Baseline data is taken from the Navy Integrated Training Resources Administration System (NITRAS) including the type of course, resource sponsor, unit identification code (UIC), course identification number, course data processing code, course title, activity, planned requirements, course length, and time-to-train course length. These courses are designated: A, C, D, E, F3, F4, G, P, R, and V.

(1) Time-to-train course length is calculated for each course using NITRAS II historical data. Raw end strength for each course is calculated by multiplying planned quotas by time-to-train course length (in weeks) and dividing by 52 weeks.

(2) Raw end strength is adjusted by applying historical execution factors for both officers and enlisted.

(3) Further adjustments are made by comparing training manpower requirements to historical force structure and correlating to project future training manpower requirements.

(4) Outputs are made to the POM by officer and enlisted category.

2. Manpower Qualitization

a. When the end strength is determined and manpower requirements are established, manpower authorizations shall be qualitized to match end strength.

(1) TPPH. Qualitization is done annually in conjunction with POM projections by using a combination of DFAS data and force structure projections.

(2) Students, Trainees, Cadets, and Midshipmen. Qualitization is done by using a combination of NITRAS student execution data, DFAS execution data AC codes (340, 341, and 342), and force structure projections.

b. Manpower authorizations serve as the basis for production of the Officer Programmed Authorizations (OPA) and the Enlisted Programmed Authorizations (EPA).

c. Community managers and training requirements planners use OPA/EPA information to determine requirements and accession plans that are entered into NITRAS.

401. Duty with Joint, Combined, Allied, and Office of the Secretary of Defense (JCAO) Staffs

1. The Chairman Joint Chiefs of Staff Memorandum of Policy (MOP) 75 (NOTAL) contains the policies, administrative instructions, and responsibilities for determining the manpower requirements and for managing the manpower resources of international activities and joint activities. Manpower claimants transferring manpower requirements and/or authorizations to or from joint activities shall coordinate these changes through DCNO (N1J) Assistant for the JCS Manpower and Personnel.

2. The policies for determining and changing manpower requirements for Navy activities apply also to Navy manpower for joint and international activities. CNO (N12) may approve exceptions to provide specific Navy experience and expertise and to ensure parity between services.